

The National Academy of Public Administration (NAPA)

A Chronology

- A four person team from NAPA studied the CIA personnel management system from November 1978 to March 1979.
- Final Team report presented to the DCI on 15 March 1979.
- Office of Personnel distributed copies of the report to all Agency components and Management Advisory Groups for review and comment.
- Component comments of the NAPA report were received by the Office of Personnel on 1 May 1979.
- Office of Personnel consolidated the responses and summarized them on four matrices to facilitate the study of the issues.
- The Director of Personnel recommended to the DDCI and the Executive Committee that a NAPA Study Group be formed to evaluate the report and recommend an implementation plan. This was approved by the Executive Committee on 29 May 1979. The DDCI asked the Deputies to nominate candidates for this Study Group by mid June.
- Five officers, one from each Directorate and one from the Office of Training were nominated and began reporting for the Project Group in late June. The entire Group was in place by mid-July. Some interruption was experienced by previously planned leave schedules.
- In mid-July, the NAPA Project Group, following a period of orientation, and with the advice of Plans and Control and the Office of the Director of Personnel, developed a mode of operation for its task. Members of the Project Group were assigned specific issues to assess, research and evaluate and prepare draft papers. Each paper is discussed by the Group and evaluated by Plans and Control. Draft papers are then forwarded to the Deputy Director and Director of Personnel for their review. The DDCI is then the recipient of the final drafts.
- As of 19 September 1979, 4 final draft papers have been forwarded to the DDCI; 5 additional papers to the Director of Personnel; and 16 are in various stages of production within the Project Group and P&C.
- Approximately 6 to 10 items remain to be studied.

ATTACHMENT

- No immediate implementation action will be taken on any recommendation. The Group will complete all tasks and forward its final product to the DDCI.

- Target date for completion - 31 October 1979.

- Costs of Implementation

At the present time it is difficult to determine the costs of implementation. We can identify some areas where personnel costs will be reduced. However, if some recommendations are approved resources may have to be adjusted from one area to another. The workload for some main Office of Personnel components will definitely be increased, resulting in either additional personnel or re-allocation of existing resources. A more specific estimate can be made as soon as the study is completed.

20 September 1979

Subjects currently being studied by NAPA Project Group:

1. Flow-Through
2. Reduction Programs
3. Vacancy Notice System
4. Occupational Career Systems
5. Rotational Assignment Policy
6. Competitive Evaluation Panels
7. Uniform Evaluation Guidance
8. Non-Competitive Transfers to Other Federal Agencies
9. Review of CT Selection and Placement Criteria
10. LWOP Policy
11. PRA
12. Coordinated System
13. Agency's Obligation to Employees
14. Policy on Exception to Uniform System